

Role Profile

Role Title	Candidate Clinical Nurse Specialist (cCNS) in Bleeding and Related Disorders
Purpose of the Role	<p>The purpose of this role is to deliver specialist nursing care in line with the five core concepts set out in the Framework for the Establishment of Clinical Nurse Specialist posts (4th edition), National Council for the Professional Development of Nursing and Midwifery (NCNM), 2008.</p> <p>This role has been developed to support a change for specialist practice to develop and meet service need and in line with National policy as set out by "A Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice" (DoH, 2019).</p> <p>The successful candidate will work as a member of the multidisciplinary team providing a patient centered quality and seamless service.</p>
Details of the service/Background to the post	<p>The Candidate CNS in Bleeding Disorders is a registered nurse who has extensive experience in Haematology nursing. The role will encompass a major clinical focus (direct & indirect) comprising of assessment, planning and delivery of patient care. They will undertake nurse-led and telephone clinics, providing a highly efficient and professional service to our patients. They will collaborate with the multi-disciplinary team to ensure our patients receive the highest standard of care.</p> <p>They will work closely with the patients and their carers to ensure they feel supported in the self-management of their chronic illness.</p>
Department/Directorate	National Coagulation Centre (NCC), HOPE Directorate
Key Reports	<p>Operationally: Assistant Director of Nursing</p> <p>Professionally: Director of Nursing</p> <p>Clinically: Haematology Consultant</p>
Key Direct Reports	Staff Nurses, Support Staff, Health Care Assistants, Nursing Students as appropriate on clinical matters only
Grade	Candidate Clinical Nurse Specialist
Salary Scale	€56,642 - €66,705
Job Reference Number	001905
Enquiries To	Anu George, Clinical Nurse Manager III, National Coagulation Centre (NCC), HOPE Directorate; Phone: (01) 428 4638; Email: anugeorge@stjames.ie
Closing Date	Sunday, 4 th January 2026

Key Duties and Responsibilities

The role of the Candidate Clinical Nurse Specialist (cCNS) is to deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008.

The cCNS has been developed to support a change for specialist practice to develop and meet service need and in line with National policy as set out by "A Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice" (DoH, 2019).

The post holder's practice is based on the five core concepts of the CNS role as defined by the NCNM 4th edition (2008) in order to fulfil the role. The concepts are:

- Clinical Focus
- Patient/Client Advocate
- Education and Training
- Audit and Research
- Consultant

Clinical Focus

The cCNS will have a strong patient focus whereby the specialty defines itself as nursing/midwifery and subscribes to the overall purpose, functions and ethical standards of nursing/midwifery. The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery, and evaluation of care to the patient, family, and/or carer. Indirect care relates to activities that influence and support the provision of direct care.

Direct Care

The cCNS will:

- Provide a specialist nursing service for patients with a working/provisional diagnosis of Bleeding Disorders who require support and treatment through the continuum of care.
- Undertake comprehensive patient assessment to include physical, psychological, social, and spiritual elements of care using best evidence based practice in Bleeding Disorders care.
- Use the outcomes of patient assessment to develop and implement plans of care/case management in conjunction with the multidisciplinary team (MDT) and the patient, family, and/or carer as appropriate.
- Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family, and/or carer as appropriate.
- Make alterations in the management of patient's condition in collaboration with the MDT and the patient in line with agreed pathways and policies, procedures, protocols, and guidelines (PPPGs).
- Accept appropriate referrals from MDT colleagues.
- Co-ordinate investigations, treatment therapies, and patient follow-up.
- Communicate with patients, family, and /or carer as appropriate, to assess patient's needs and provide relevant support, information, education, advice, and counselling as required.

- Where appropriate work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the patient, family, and/or carer as appropriate.
- Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management.
- Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide patients with appropriate self-management strategies and escalation pathways.
- Manage nurse/midwife led Bleeding Disorders clinics with MDT input.
- Identify health promotion priorities for the patient, family, and/or carer and support patient self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand, and meets patients' needs.

Indirect Care

- Identify and agree appropriate referral pathways for patients with Bleeding Disorders.
- Participate in case review with MDT colleagues.
- Use a case management approach to patients with complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate.
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to Bleeding Disorders care.
- Take a lead role in ensuring the service for patients with Bleeding Disorders condition is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012) or the relevant National Clinical Care Programme.

Patient/Client Advocate

- Communicate, negotiate, and represent patient's family and/or carer values and decisions in relation to their condition in collaboration with MDT colleagues in both Primary and Secondary Care as appropriate.
- Develop and support the concept of advocacy, particularly in relation to patient participation in decision making, thereby enabling informed choice of treatment options.
- Respect and maintain the privacy, dignity, and confidentiality of the patient, family, and/or carer.
- Establish, maintain, and improve procedures for collaboration and cooperation between Acute Services, Primary Care, and Voluntary Organisations as appropriate.
- Proactively challenge any interaction which fails to deliver a quality service to patients.

Education & Training

- Develop and maintain clinical competence in patient management within Bleeding Disorders nursing, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Provide the patient, family, and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill, and confidence in managing their Bleeding Disorders condition.
- Contribute to the design, development, and implementation of education programmes and resources for the patient, family, and/or carer in relation to Bleeding Disorders thus empowering them to self-manage their condition.
- Provide mentorship and preceptorship for nursing colleagues as appropriate.

- Participate in training programmes for nursing, MDT colleagues, and key stakeholders as appropriate.
- Create exchange of learning opportunities within the MDT in relation to evidence based Bleeding Disorders care delivery through journal clubs, conferences etc.
- Develop and maintain links with Regional Centres for Nursing and Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs), and relevant third level Higher Education Institutes (HEIs) in the design, development, and delivery of educational programmes in Bleeding Disorders care.
- Be responsible for addressing own continuing professional development needs.
- Ensure own mandatory learning and training is kept up to date.

Audit & Research

- Establish and maintain a register of patients with Bleeding Disorders within the CNS service.
- Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPIs) as directed and advised by the ADON/DON/Lead Consultant.
- Identify, initiate, and conduct nursing/midwifery and MDT audit and research projects relevant to the area of practice.
- Identify, critically analyse, disseminate, and integrate best evidence relating to care of Bleeding Disorders into practice.
- Contribute to nursing/midwifery research on all aspects of Bleeding Disorders care.
- Use the outcomes of audit to improve service provision.
- Contribute to service planning and budgetary processes through use of audit data and specialist knowledge.
- Monitor, access, utilise, and disseminate current relevant research to advise and ensure the provision of informed evidence based practice.

Audit expected outcomes including:

- Collate data which will provide evidence of the effectiveness of the CNS interventions undertaken - Refer to the National Council for the Professional Development of Nursing and Midwifery final report - Evaluation of Clinical Nurse and Midwife Specialist and Advanced Nurse and Midwife Practitioner roles in Ireland (SCAPE Report, 2010) and refer to the National KPIs associated with the speciality. They should have a clinical nursing focus as well as a breakdown of activity - patients seen and treated.
- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care).

Quality, Risk, & Safety responsibilities

It is the responsibility of the cCNS to:

- Participate and cooperate with legislative and regulatory requirements with regard to quality, risk, and safety.
- Participate and cooperate with local quality, risk, and safety initiatives as required.
- Adequately identifies, assesses, manages, and monitors risk within their area of responsibility.
- Participate and cooperate with internal and external evaluations of the organisation's structures, services, and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health and Safety Audits, and other audits specified by the HSE or other regulatory authorities.

- Initiate, support, and implement nursing/midwifery quality improvement initiatives in their area which are in keeping with local organisational quality, risk, and safety requirement.
- Contribute specialist expertise to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations, and standards.
- Comply with the Health Service Executive (HSE) Complaints Policy.
- Respond immediately and appropriately to ensure the safety of any service user which the cCNS is aware of who has been put at risk.
- Ensure completion of incident/near miss forms and clinical risk reporting.
- Adhere to department policies in relation to the care and safety of any equipment supplied and used to carry out the responsibilities of the cCNS in Bleeding Disorders care.
- Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act 2005 and the Hospital Safety Statement.

Consultant

- Provide leadership in clinical practice and act as a resource and role model for Bleeding Disorders practice.
- Generate and contribute to the development of clinical standards and guidelines and support implementation.
- Use specialist knowledge to support and enhance generalist nursing practice.
- Develop collaborative working relationships with local Bleeding Disorders CNS, Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- With the support of the ADON, attend integrated care planning meetings as required.
- Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community.
- Liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care.
- Network with other CNS in Bleeding Disorders and related professional associations.

* The above Role Profile is not intended to be a comprehensive list of all duties involved and consequently the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office. This Role Profile will be subject to review in the light of changing circumstances.

Academic/Professional Qualifications and/or relevant Experience

Required:

- Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.
- AND**
- Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered.
- AND**
- Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full time experience in the division of the register in which the application is being made.

AND

- Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of people with Haemophilia and related Bleeding Disorders care within the last 3 years.

AND

- Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award (equivalent to 60 ECTS or above) that is relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed. (2008).

OR

Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard (60 ECTS or above), relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed. (2008) people with Haemophilia and related Bleeding Disorders care prior to application (**See note below).

OR

If the applicant does not possess the relevant QQI NFQ Level 9 qualification, the applicant will be supported to undertake the required postgraduate education, at QQI NFQ level 9 qualification (equivalent to 60 ECTS or above) relevant to the specialist area.

AND

- Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD.

AND

- Have the ability to practice safely and effectively fulfilling their professional responsibility within their scope of practice.

AND

- Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, professional, and administrative capacity for the proper discharge of the duties of the office.

****Note:** For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. The clinical experience requirements for this cohort of nurses/midwives remain consistent with the DoH (2019) policy, i.e. a minimum of 1 years' experience in practice and a minimum of 1 years' experience in the specialist area and they could be supported to progress on a candidate CNS/CMS Pathway. All of the above must be achieved within 2 years for this pathway.

The Candidate Clinical Nurse Specialist is required to progress to the Registered Clinical Nurse Specialist grade within 2 years of commencement of this pathway and formally apply for entry onto the Interim ONMSD CNS/CMS database (until the database is transferred to its permanent location).

Desirable:

- N/A

Technical/Clinical Competencies

Please note for each of the required technical/clinical competencies below, you will be required to provide examples of your current level of knowledge, skill, and/or experience for each of these under the **Application Questions** section of the application form.

Simply enter each of the below as a heading and provide your knowledge, skills, and/or experience in the corresponding numbered box under the **Application Questions** section of the application form.

Required:

1. Demonstrate I.T. skills including excellent keyboard skills.
2. Experience in teaching and assessing the Nursing and Health Care Assistant team.

Desirable:

- Working knowledge of healthcare patient record systems.
- Experience in carrying out audits.

SJH Behavioural Competencies *(These behavioural competencies will be assessed in detail at the interview stage. You are not required to include written examples of behavioural competencies in the online application form. However, during the interview, you will be required to provide examples of when you previously demonstrated these competencies.)*

Competency Required	Level Required	The following “descriptors” are a further clarification of the behaviours required.
Problem Solving & Decision Making	Up to Level 2	<ul style="list-style-type: none"> • Able to act quickly to address urgent matters. • Is able to make decisions with the information that is available at the time when a decision is needed quickly. • Consults with others to improve decision-making. • Is able to recognise early warning signs of potential problems and takes pre-emptive action. • Accurately anticipates likely consequences of actions/decisions (both short- and long-term). • Grasps how all decisions (both big and small) might affect other colleagues, Patients, departments or the hospital. • Asks for help at an appropriate stage.
Communication	Up to Level 2	<ul style="list-style-type: none"> • Keeps key people informed, sharing information in a timely and open manner. • Communicates with others in a way that builds consensus.

		<ul style="list-style-type: none"> • Respects others' views, in particular those of Staff of different grades and those who hold different posts. • Documents important/relevant communications. • Listens openly, using questions to check for understanding/avoid misinterpretation. • Knows when, how, and whom to contact on various issues.
Planning & Organisation	Up to Level 2	<ul style="list-style-type: none"> • Anticipates problems and issues and takes preventative action to address these. • Manages competing and changing priorities. • Consistently plans ahead to meet important deadlines. • Prepares for implementation by ensuring adequate resources are in place. • Communicates with others in relation to the plan, and their expectations of them. • Plans in a realistic way vis a vis resources and time available. • Does appropriate research when encountering new situations.
Leadership Potential	1	<ul style="list-style-type: none"> • Leads by example – engenders trust and respect from others and works well in a team. • Is energetic; has a positive “can-do” attitude. • Blends a focus on results with caring and sensitivity for individuals. • Demonstrates an ability to be flexible and change position if required. • Is self-aware and understands how different behaviours may effect and influence others. • Has a positive personal impact in their interactions with others. • Believes in self and own abilities. Demonstrates strong self-awareness. • Has an internal drive to progress in their career.
Quality & Safety Service	2	<ul style="list-style-type: none"> • Is a self-starter who shows initiative, assumes responsibility for results. • Utilises research and evidenced based practices when providing services. • Anticipates potential challenges/complications; is proactive rather than reactive.

		<ul style="list-style-type: none"> • Has patience and perseverance to see things through. • Identifies and removes barriers to realise goals. • Demonstrates compassion and consideration for hospital patients, families, and carers at all times.
Continuous Development - Personal & Professional	Up to Level 2	<ul style="list-style-type: none"> • Acts with integrity and deals with others fairly and consistently. • Responds appropriately to unsafe and/or unprofessional practices. • Looks to achieve personnel and professional fulfilment. • Understands and develops learning opportunities, supervising and mentoring for self and others at the hospital, and in partnership with affiliated and other relevant third level institutions as appropriate. • Is receptive to constructive feedback; acknowledges own limitations and recognises development opportunities.
Competency Desirable	Level Required	Appropriate Descriptors
N/A		

Proficiency in the English Language

A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James's Hospital. You will be required to self-assess your proficiency level in the Standard Application Form. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

Particulars of Office

1. The appointment to this post will be **permanent, full-time, and pensionable.**
2. Annual leave allowance is **25 – 28 days per annum.**
3. The person appointed must not give less than **one months' notice**, in writing, of intention to resign.
4. Normal working hours will be **37.5 hours per week.**
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8am - 8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.
6. Incremental credit is normally granted on appointment, in respect of previous relevant experience in the Civil Service, local authorities, health service, public service bodies and other agreed relative experience.

General Conditions

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must complete fire training every 2 years.
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005", all staff must comply with all safety regulations.
5. St. James's Hospital is a Tobacco Free Campus. The use of Tobacco or Electronic Cigarettes is not permitted within the Hospital Buildings or on the grounds.

Confidentiality

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

Health

A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Infection Control & Hygiene

It is the responsibility of all staff across the hospital to ensure that infection control and hygiene standards are adhered to and maintained at all times.

Recruitment Process

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Online Application Form)
- Shortlisting of Candidates will be based on information provided in Online Application Form
- Interview Process
- All applicants who move to the 2nd stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Garda E Vetting and Occupational Health Screening (Questionnaire)
- All successful external candidates who take up appointment will be required to attend Mandatory Induction Programme

Application Procedure

To apply for this position, please complete the relevant online application form in full by no later than **Sunday, 4th January 2026.**

A panel may be formed from which future vacancies will be filled

St. James's Hospital is an Equal Opportunities Employer